

# Position Grades and Classifications

Grade	Administrative - Position Classification
6-8	Not used at this time
9	Swim Center Assistant; Transportation Aide
10	Engineering Technician I; Golf Course Technician; Meter Services Technician; Second Assistant Golf Pro; Secretary I
11	Cashier; City Hall Facilities Manager; Copy Center and Mail Specialist; Family Services Aide; Fleet Service Mechanic; Parking Enforcement Officer
12	Accounts Payable Assistant I; Aquatics Facilities Operator; Fleet Clerk; Golf Course Equipment Mechanic/Operator; Maintenance Communications Operator; Payroll Assistant I; Public Information Assistant/PBX Operator; Photo Enhancement Analyst; Records Management Clerk; Red Light Camera Technician Revenue Assistant I; Secretary II; Video Technician
13	Accounts Payable Assistant II; Assistant Facilities Engineer; Box Office Manager; Computer Operator; Inventory Services Clerk; Parks Equipment Mechanic; Secretary/Bookkeeper; Secretary III; Sports Field Specialist
14	Administrative Assistant I; Assistant to the City Clerk; Crew Supervisor; Civic Center Facilities Supervisor; Crime Analyst; Meter Services Supervisor; Payroll Assistant II; Permit Technician; Personnel Assistant; Police Equipment and Budget Coordinator; Revenue Assistant II; Special Operations Technician; Transportation Supervisor; Water Trainee Operator
15	Administrative Assistant II; Fleet Mechanic; Forestry Crew Supervisor; Housing Codes Inspector; Inventory Services Supervisor; Neighborhood Services Officer; Personnel Technician; Planning Technician; Police Communications Operator; Printing Specialist I; Sports Facilities and Athletic Fields Maintenance Supervisor; Utilities Crew Supervisor
16	Administrative Support Coordinator; Arts Programs Specialist; Assistant Community Center Supervisor; Commercial Property Codes Inspector; Engineering Technician IV; Events Specialist; Facilities Engineer; Graphics Specialist; Management Assistant; Planner I; Printing Specialist II; Theatre Production Specialist; Transportation Planner I; Victim Advocate; Water Plant Operator; Web Assistant; Zoning Inspector; Traffic and Signal Technician I
17	Assistant Golf Course Superintendent; Associate Producer/Director; Buyer I; Cable TV Production Specialist II; Community Services Specialist; Construction Codes Inspector I; Engineering Technician

Grade	Administrative - Position Classification
17	V; First Assistant Golf Pro; Fire Codes Inspector I; Parks Maintenance Specialist; Program Support Coordinator; Public Information Specialist; Senior Citizens Fitness Specialist; Sports Programs Specialist; Traffic and Signal Technician II
18	Aquatics Facility Manager; Buyer II; Community Services Program Coordinator; Community Services Referral Coordinator; Construction Codes Inspector II; Deputy City Clerk; Fleet Maintenance Supervisor; Fire Codes Inspector II; Network and PC Support Specialist I; Parks and Facilities Development Specialist; Permit Software Support Specialist; Sanitation Supervisor; Senior Center; Special Operations Supervisor; Youth, Family, and Community Specialist I
19	Accountant; Aquatics Supervisor; Assistant Sports Programs Supervisor; Community Center Supervisor; Community Services Program Analyst; Construction Codes Specialist; Fire Codes Plans Examiner; Network and PC Support Specialist II; Parks and Facilities Administrative Supervisor; Planner II; PW Data and GIS Specialist; Rehabilitation Specialist; Television Writer/Producer; Theater/Civic Center Supervisor; Youth and Family Counselor
20	Assistant to the City Attorney; Civil Engineer I; Community Program/Outreach Specialist I; Council Support Specialist; Employee Wellness Coordinator; Landlord/Tenant Specialist; Nature Center Supervisor; Plans Examiner; Purchasing Supervisor; Teen Program Coordinator
21	Assistant City Forester; Community Planning and Development Services (CPDS) Administrator; Community Program/Outreach Specialist II; Graphics/Printing Supervisor; Human Rights/Community Mediation Administrator; Neighborhood Resource Coordinator; Parks Maintenance Supervisor; Planner III; Public Works Administrator; Senior Citizens Recreation Coordinator; Support Services Coordinator
22	Arts Programs Supervisor; Civil Engineer II; Computer Analyst/Programmer; Coordinator of Senior Social Services; Environmental Specialist; Fire Protection Engineer; Network and PC Support Manager; Operations Maintenance Assistant Superintendent; Management and Budget Analyst; Recreation Programs Supervisor; Senior Accountant, Senior Citizens Center Supervisor; Sports Programs Supervisor
23	Assistant to the City Manager; City Forester; Civic Center Superintendent; Community Planning and Development Services (CPDS) Specialist; Community Projects Administrator; Fire Marshall; Fleet Manager; Golf Course Superintendent; Horticulturist; Parks and

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23	Facilities Development Manager; Parks Services Manager; Personnel Administrator; Recreation Development Program Coordinator; Special Events Coordinator; Supervisor of Housing and Community Enhancement; Supervisor of Inspection Services; Systems Analyst/Project Leader;
24	Civil Engineer III; Community Development Program Manager; Community Services Manager; Facilities Property Manager; Geographic Information Systems Manager; Recreation and Parks Administration Manager; Revenue Supervisor; Safety and Risk Management Administrator; Swim Center Superintendent, Transportation Engineer; Web Administrator
25	Contracts Officer; Senior Network Engineer; Senior Systems Analyst/Project Leader
26	Budget Officer; Chief of Contract Management; Chief of Inspection Services; Chief of Long-Range Planning; Chief Town Center Redevelopment; Organizational Development Administrator; Public Information Manager; Support Services Manager; Television and Telecommunications Manager; Water Plant Superintendent
27	Chief Engineer/Environment; Chief of Environmental Protection; Chief of Traffic and Transportation; Chief of Planning; Financial Accounting Manager; Financial Systems Manager; Operations Maintenance Superintendent; Superintendent of Parks and Facilities; Superintendent of Recreation
28	Not used at this time
29	Not used at this time

Grade	Senior Staff - Position Classification
SA I	Not used at this time.
SA II	Chief of Police; Deputy City Manager; Director of Community Planning and Development Services; Director of Finance; Director of Human Resources; Director of Information and Technology; Director of Public Works; Director of Recreation and Parks
SA III	Not used at this time

Grade	Recreation and Parks - Position Classification
1	Not used at this time
2	Activity Instructor I; Clerk II
3	Not used at this time
4	Clerk III; Facilities Supervisor II; Third Assistant Golf Pro
5	Bus Driver; Childcare After-School Director; Childcare Group Leader, Childcare Preschool Staff; Custodian III; Groundskeeper; Kids Club Director; Kids Room Director; Program Assistant II
6	Lifeguard II; Personal Trainer; Program Assistant III
7	Childcare Asst Site Director; Head Swim Coach; Senior Outreach Worker II
8	Childcare Director; Childcare Preschool Director; Childcare Program Assistant; Senior Swim Instructor
9	Not used at this time
10	Not used at this time

# Admin., Recreation and Parks, and Senior Admin. Pay Scales

Administrative Scale		
Pay Grade	Minimum Annual	Maximum Annual
6	24,529	37,065
7	25,756	38,919
8	27,043	40,865
9	28,396	42,908
10	29,815	45,053
11	31,306	47,306
12	32,871	49,671
13	34,515	52,155
14	36,241	54,762
15	38,053	57,500
16	39,955	60,375
17	41,953	63,394
18	44,051	66,564
19	46,253	69,892
20	48,566	73,387
21	50,994	77,056
22	53,544	80,909
23	56,221	84,954
24	59,032	89,202
25	61,984	93,662
26	65,083	98,345
27	68,337	103,263
28	71,754	108,426
29	75,342	113,847

Recreation and Parks Scale (hourly rates)		
Pay Grade	Minimum	Maximum
1	6.76	10.21
2	7.89	11.92
3	8.71	13.16
4	9.17	13.86
5	10.61	16.03
6	12.36	18.67
7	14.30	21.61
8	17.41	26.31
9	19.24	29.07
10	22.32	33.72

Senior Administrative Scale		
Pay Grade	Minimum Annual	Maximum Annual
SA I	89,849	135,768
SA II	94,341	142,556
SA III	99,059	149,684

# AFSCME Union and Police Pay Scales

## AFSCME Union Scale Employees

Grade	Position Classification	Grade Progression
1	Laborer	Steps 1 — 9
2	Tree Climber Trainee	Steps 1 — 9
2	Maintenance Worker	Steps 2 — 9
2	Sanitation Worker	Steps 2 — 9
2	Park Sanitation Worker	Steps 2 — 9
3	Facilities Maintenance Trades Worker	Steps 1 — 9
3	Traffic Maintenance Worker	Steps 1 — 9
3	Tree Climber	Steps 2 — 9
3	Sanitation Operator	Steps 2 — 9
3	Equipment Operator	Steps 1 — 9
4	Not used at this time	Steps 1 — 9

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	27,534	28,428	29,353	30,306	31,291
2	29,874	30,845	31,848	32,882	33,951
3	32,414	33,467	34,555	35,677	36,837
4	35,169	36,312	37,491	38,710	39,968

Grade	Step 6	Step 7	Step 8	Step 9
1	32,308	33,359	34,442	35,562
2	35,055	36,194	37,370	38,585
3	38,035	39,270	40,547	41,864
4	41,268	42,608	43,993	45,423

## Police Scale Employees

Grade	Position Classification	Grade Progression
PO1	Police Officer	Steps 3 — 15
PO2	Police Officer	Steps 3 — 15
PO3	Police Officer	Steps 3 — 16
PO4	Police Corporal	Steps 3 — 16
PO5	Not used at this time	Steps 3 — 15
PO6	Police Sergeant	Steps 3 — 16
PO9	Police Manager Lieutenant	Steps 1 — 14
PO10	Police Manager Captain	Steps 1 — 14

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PO1	-	-	41,287	42,732	44,228	45,776	47,378	49,036
PO2	-	-	43,352	44,869	46,439	48,065	49,747	51,488
PO3	-	-	45,519	47,112	48,761	50,468	52,234	54,062
PO4	-	-	47,795	49,468	51,199	52,991	54,846	56,766
PO5	-	-	50,185	51,941	53,759	55,641	57,588	59,604
PO6	-	-	52,694	54,538	56,447	58,423	60,468	62,584
PO9	60,257	62,366	64,549	66,808	69,146	71,566	74,071	76,664
PO10	64,718	66,983	69,328	71,754	74,266	76,865	79,555	82,340

Grade	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
PO1	50,752	52,529	54,367	56,270	58,240	60,278	62,388	-
PO2	53,290	55,155	57,086	59,084	61,152	63,292	65,507	-
PO3	55,955	57,913	59,940	62,038	64,209	66,457	68,783	71,190
PO4	58,752	60,809	62,937	65,140	67,420	69,779	72,222	74,749
PO5	61,690	63,849	66,084	68,397	70,791	73,268	75,833	-
PO6	64,774	67,042	69,388	71,817	74,330	76,932	79,624	82,411
PO9	79,347	82,124	84,998	87,973	91,052	94,239	-	-
PO10	85,222	88,204	91,292	94,487	97,794	101,217	-	-